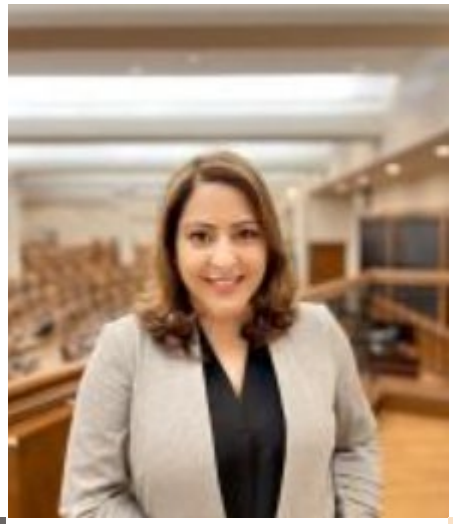
SAS Office of Diversity Equity, & Inclusion Updates

Penn
Arts & Sciences

Our Office

Vice Dean for DEI



2 undergraduate students

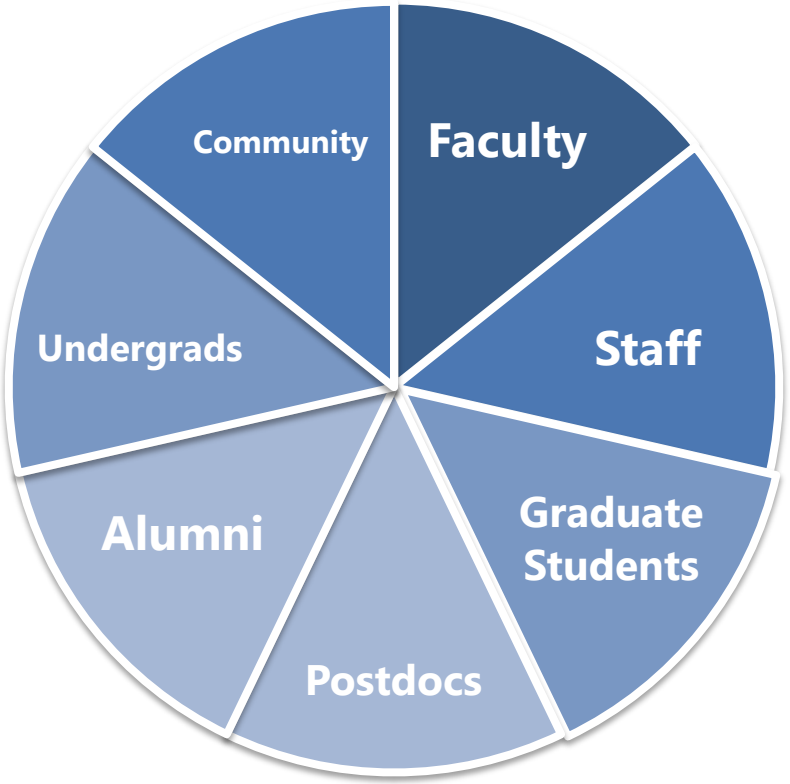
Director of Science Outreach

Associate Vice Dean for DEI

Administrative Coordinator

Who we Serve

Penn
Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania



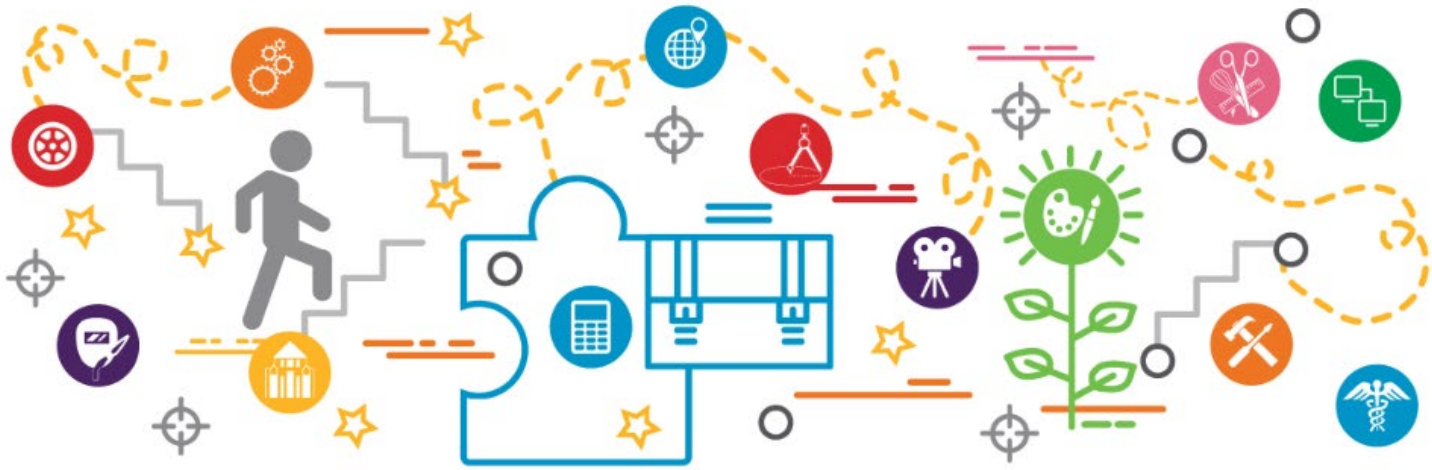
How we Serve

Penn
Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania

Recruitment- Grad Students

Recruitment Pathway

Pathways to Success



Science Outreach Initiative

Recruitment-Faculty & Staff

→ Inclusive Hiring Working Group

Recruitment-Faculty & Staff

- Consultations w/ chairs & hiring committees about processes
- Meeting w/ candidates visiting campus
- Planning interview processes, questions, rubrics

Retention

- Retention is about support and community building
- Help people to be seen
  - Grad Students
  - Postdocs
  - Staff
  - Faculty

Retention

- Some centralized school/University efforts
  - Committee work (e.g. Supporting Native and Indigenous People at Penn)
  - Staff retention
  - Engagement via Workshops & Socials

Workshops

Penn Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania
EXPLORING IMPLICIT BIAS IN THE ACADEMY
This workshop is open to the SAS community and will explore how implicit bias shows up in everyday interactions between faculty, staff, and students. Strategies to navigate situations where implicit bias may show up will also be addressed.
Thursday
November 17, 2022
Noon–1:30 PM
(Lunch will be provided at 11:45)
G16
Irvine Auditorium
TO REGISTER
sas-odei@sas.upenn.edu
Danielle N. Gadson, Ph.D.
Assistant Professor,
Public Administration
Villanova University, DNG Consulting
& UPenn Alumna
Stephen Sheridan, Jr., MPA
Director, Office of Strategic Planning
& Institutional Effectiveness
Villanova University,
& DNG Consulting

Workshops

Penn Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania

BEYOND UNCONSCIOUS BIAS

This workshop builds on our fall implicit bias conversation. In this session, we will explore unconscious bias in the context of structural inequities and Dr. Banks will provide evidence-based strategies on how to de-bias our interactions. Participants will leave understanding how their personal biases exist within larger patterns of inequity. This workshop is open to the SAS community with a focus on faculty, postdocs, staff, and graduate students.

To accommodate schedules, the same workshop will be offered twice.

Kira Hudson Banks, Ph.D.
Professor, Psychology
Saint Louis University
& Co-Founder, Raising Equity, LLC

Session 1	Session 2
Wednesday March 15, 2023 Noon-1:30PM	Thursday March 16, 2023 Noon-1:30PM
The Golkin Room Houston Hall Rm 223	Amado Recital Hall Irvine Auditorium IR110

(Lunch will be provided at both sessions at 11:45AM)

SCAN TO REGISTER

(215) 746-6261

Join ODEI'S Listserv:
sas-odei@sas.upenn.edu

CLICK HERE TO REGISTER

Workshops

Penn Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania
In partnership with
LGBT Center
Lesbian Gay Bisexual Transgender Center
University of Pennsylvania
Queer-Trans Solidarity Series
We invite everyone to attend one or both workshops.
AM
Promoting LGBTQ+ Inclusivity
8:00 - 11:30 AM
Join us for this interactive session which provides participants an overview of LGBTQ+ identities, terms, current issues, and tangible tips on how you can check implicit biases to effectively support those who identify within the queer community (Breakfast @ 8:45).
Malik Muhammad
Associate Director,
UPenn LGBT Center
PM
Discovering Philly LGBTQ+ History in the Archives
1:30 - 4:00 PM
On the heels of LGBTQ+ History Month (October), come learn about Philadelphia's rich LGBTQ+ heritage. This workshop will feature story telling, local archival objects, and interactive dialogue (Coffee & tea provided).
John Anderies
Director,
John J. Wilcox, Jr. Archives at the Wm. Way LGBT Community Center
Friday, November 18, 2022
ARCH 108
3601 Locust Walk
Philadelphia, PA
(both sessions)
Register Now
sas-oddi@sas.upenn.edu

Workshops

Penn Arts & Sciences
Office of Diversity, Equity & Inclusion
University of Pennsylvania
in partnership with
National Center for Faculty Development & Diversity
SOLO SUCCESS:
How to Thrive in the Academy When You're the Only ____ in your Department
Carlita Favero, Ph.D.
Associate Professor, Biology and Neuroscience
Ursinus College
The Solo Success workshop is specifically designed to address the unique concerns of under-represented faculty members.
• Identify common challenges
• Connect with communities of support
• Learn strategies to increase productivity
THUR
OCTOBER 27, 2022
9AM-12PM
(Breakfast at 8:45AM)
The Golkin Room
Houston Hall, Rm 223
Scan to Register
For more information
Join ODEI's listserv: SAS-ODEI@SAS.UPENN.EDU

Workshops

National Center for Faculty Development & Diversity

INDIGENOUS TIME MANAGEMENT

Michelle Jacob, PhD
Professor,
University of Oregon
November 29, 2022
2:00 PM ET

Register here

In this webinar, you'll learn to compare and apply different time management models and philosophies by learning which Indigenous time management models will best support you in diverse activities and seasons in life and by considering which communities, beings, places, and activities will help you clarify and advance your vision.

Department Specific Workshops

- Graduate Student Mentoring
- Civility, Engagement and Respect in the Workplace (OAA/EOP)
- Implicit Bias – Graduate Student specific
- *Actualizing Racial Equity throughout the Faculty Hiring Process- Damani White-Lewis, Ph.D. - GSE*

Building Community

Building Community

Communication

- Telling our story
- Socials
- Website
- Presentations like this one
- 1-1 Meetings
- Invited Conversations
- Committee Meetings (e.g. Council of Grad Deans, Penn Experience, Unfinished Business, DEI School Leads group)

Communication

Office of Diversity, Equity, and Inclusion

The SAS Office of Diversity, Equity, and Inclusion supports all students, faculty, staff, post docs, and alumni in the School of Arts and Sciences. We support dialogue, inquiry, and programming that works toward creating inclusive and equitable practices to provide access to academic research environments and the pursuit of knowledge. We accomplish this through robust recruitment and retention practices, building and sustaining a caring and supportive community, and deepening knowledge as well as connection to one another.

About

History

Assessment

- Integrated throughout
- Assessing what data, information, & programs we have/need
- Working w/ departments on graduate recruitment data
- Undergrad progress to degree data
- Labeling/categorizing data
- Workday & Interfolio data
- DEI goals – data-informed & some goals involve gathering data

Brighid Dwyer, PhD

bdwyer@sas.upenn.edu

THANK YOU!